



BE A SAFETY COACH

As a manager or supervisor, one of your most important roles is retaining talented employees. Retention is a challenge for nearly every organization. Although it may seem impossible to perfect a retention strategy, employee recognition programs and coaching can often make a dramatic improvement in safety performance, productivity and morale. Here are a few simple tips:

1

Provide regular feedback.

- Don't wait for formal reviews to talk to employees about safety performance or their productivity.
- Schedule a regular time to meet with each employee, typically between once a week and once a month.

2

Address unsafe behaviors and poor work performance when you see it.

- Failure to address unsafe or unproductive behaviors perpetuates performance problems and forces other employees to accept or compensate for poor performing team members.
- Tell employees who are working in an unsafe manner or those who are not meeting expectations that they are falling short of the requirements of the job.
- Remind employees of the specific consequences that will arise if there is not improvement in their performance.

3

Differentiate employees.

- Remember not all employees have the same knowledge, skill or ability or performance level.
- Provide specific guidance and coaching based on each individual's performance.
- Recognize that anyone not working safely can create risk for others!

4

Recognize safety performers.

- Give positive feedback for safe work performance.
- Recognize talented employees that may encourage others to improve their performance, and make employees working safely feel appreciated for their efforts.
- Feedback can elevate your workforce to new levels of safety performance and productivity and at the same time, help retain your best staff members.